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LITHOGRAPH
BOSTON

EIGHTY-THIRD

ANNUAL REPORT

OF THE

Industrial Aid Society

Reference and Employment Office

37 and 43 Hawkins Street, Room 25

OCTOBER 1918

Anchor Linotype Prtg. Co.



144 High Street, Boston

PURPOSES OF THE SOCIETY

1. To help worthy applicants find the work for which they are fitted.
 2. To give employers the sort of help they want.
 3. To provide homes for the young, where they will be under wholesome influence, and learn to support themselves.
 4. To improve the quality of work, increase the value of service and elevate the laborer.
 5. To adapt, in every proper way, its action to the assistance of working people, to advance their interest and promote the public good.
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For these ends it appeals to its friends for continued interest and to the public for such support as its work deserves.

INDUSTRIAL AID SOCIETY

43 Hawkins Street

Boston

The Industrial Aid Society has for eighty-three years been an economic asset of the City of Boston, by preventing idleness, loss and want, in helping the poorer citizens to help themselves, and finding employment for needy men and women.

Rev. Edward Everett Hale and Hon. Robert Treat Paine were for many years its officers and continued to be most zealous workers in its behalf up to the time of their death. Instances where age has weakened physical power, or where infirmity has lessened the ability to earn a full wage, are constantly occurring. Special effort is made to help such cases; and it is expected that exigencies growing out of the war will make increasing demands upon us.

During the past year employment was found for 893 men and boys, and 882 women and girls—a total of 1,885 persons.

A careful reading of the agent's report will show how valuable and necessary our work is, and how important it is that abundant financial support be accorded us. Despite the many new charitable and patriotic calls upon our people for financial assistance the old charities must be kept up. We have lost by death a number of our most loyal supporters and we trust this appeal will add many new names to our membership.

Checks sent to William Atherton, Treasurer, 15 Exchange St., Boston, will be gratefully acknowledged.

SAMUEL F. HUBBARD, President

REV. CHRISTOPHER R. ELIOT, Secretary

Henry Peterson, Agent.

EIGHTY-THIRD

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REFERENCE AND EMPLOYMENT OFFICE
37 and 43 Hawkins Street, Room 25

OCTOBER 1918

OFFICERS OF THE SOCIETY

Board of Managers

1918-1919

SAMUEL F. HUBBARD, President

MISS SARAH C. PAINE, }
 GEORGE T. CRUFT, } Vice-Presidents
 COURTENAY GUILD, }
 EARL OF CAMPERDOWN, }

REV. CHRISTOPHER R. ELIOT, Secretary
 WILLIAM ATHERTON Treasurer

Directors

Edwin Sheafe	William S. B. Stevens
Rev. Edward Cummings	Franklin P. Daly
Rev. Reuben Kidner	George C. Morton
Fred L. Howard	Paul M. Hubbard
William T. Farley	Frank B. Thayer
Burton R. Miller	Frank L. Locke

Executive Committee

Samuel F. Hubbard	George T. Cruft
Rev. Reuben Kidner	Miss Sarah C. Paine
Rev. Christopher R. Eliot	William T. Farley
Franklin P. Daly	

Finance Committee

Courtenay Guild	George T. Cruft
William S. B. Stevens	

Auditor

Edwin Sheafe

HENRY PETERSON General Agent

ALFRED M. BENT Assistant

MISS KATE B. LITTEFIELD

Assistant in the Female Department

Address communications to the Agent at 37-43 Hawkins Street, Room 25. Telephone No. 132 Haymarket.

Subscriptions and donations may be sent to the Agent, or to the Treasurer, William Atherton, 15 Exchange St., Boston.

COMMONWEALTH OF MASSACHUSETTS

In the Year One Thousand Eight Hundred and Forty-Seven

AN ACT

To Incorporate The Boston Society For The Prevention
of Pauperism.

Be it enacted by the Senate and House of Representatives in
General Court assembled, and by the authority of the
same, as follows:

Section 1. Moses Grant, Thomas Tarbell, Isaac Means, their associates and successors, are hereby made a Corporation, by the name of the "Boston Society for the Prevention of Pauperism," for the purpose of inquiring into and removing the causes of pauperism, and the discouragement of street beggary, by obtaining and communicating information about applicants for charity, and aiding them to obtain employment, with all the powers, and subject to all the duties and liabilities, set forth in the forty-fourth chapter of the Revised Statutes.

Sect. 2. Said corporation may take and hold real estate, not exceeding the value of ten thousand dollars, and personal estate, not exceeding the value of ten thousand dollars, for the aforesaid charitable purposes.

HOUSE OF REPRESENTATIVES, April 20, 1847

Passed to be enacted.

EBEN. BRADBURY, Speaker
In the Senate, April 21, 1847

Passed to be enacted.

W. B. CALHOUN, President

April 21, 1847, Approved.

GEO. N. BRIGGS.

Commonwealth of Massachusetts.

An Act in Addition to an Act to Incorporate the Boston Society for the Prevention of Pauperism

Be it enacted, etc., as follows:

Section 1. The Boston Society for the Prevention of Pauperism may take and hold real estate and personal estate to an amount not exceeding fifty thousand dollars in addition to the amount which it is now allowed to take and hold under its Act of incorporation, approved the twenty-first day of April, in the year one thousand eight hundred and forty-seven.

Sec. 2. This Act shall take effect upon its passage.

April 8, 1864. Approved.

An Act to Change the Name of the Boston Society for the Prevention of Pauperism.

Be it enacted, etc., as follows:

Section 1. The Boston Society for the Prevention of Pauperism shall hereafter be known by the name of the "Industrial Aid Society for the Prevention of Pauperism," and under such name shall hold all its property, and shall have all the privileges, and do all things, which it could have done under its former name.

Sec. 2. This Act shall take effect upon its passage.

May 18, 1866.

An Act to Change the Name of the Industrial Aid Society for the Prevention of Pauperism.

Section 1. The Industrial Aid Society for the Prevention of Pauperism shall hereafter be known as the Industrial Aid Society, and shall have all the privileges and do all the things which it could have done under its former name, and shall hold all its property under the name of the Industrial Aid Society.

Sec. 2. This Act shall take effect upon its passage.

Approved February 25, 1909.

AGENT'S ANNUAL REPORT

For the

Year Ending September 30th, 1918.

A review of the past year plainly shows the unsettled and unusual condition of the industrial situation. For the first three months—November, December and January—a falling off in demand for workers is recorded, followed in the next quarter by an increasing demand for skilled workers. From May to the present time strikes all over the country and an increasing demand for skilled and unskilled labor are noted; also wages during this time advanced 25 to 75 per cent.

These changing conditions have presented new problems to the Society. For many years the problem has been to find employment for the large number of applicants, this past year the problem has been to find suitable persons to fill the many orders we have had for help of all kinds. In some ways this condition of the labor market has been a great benefit to a number of the handicapped men who in former years had little chance in competing with younger and more capable men. We have been able to place in self-supporting positions 108 handicapped men, 28 of whom were between the ages of 60 and 80 years. We consider the Society is doing its best work in helping the unfortunate as far as in them lies to be 100 per cent efficient.

There is no doubt that in the near future the Society will be called upon to help the disabled men returning from the battle fields of Europe. Many of them will be unable to return to the trade to which they are accustomed, and they will have to be instructed in the vocation for which they can be trained to be most efficient. The Federal Government and special organizations are planning for these cases.

It is to be expected that following the close of the War, when industries are changing from war work to a peace basis, many will be thrown temporarily, at least, out of work. This will mean that the returning men who have risked their lives for their country will be thrown into competition with men and boys who have been receiving extremely high prices for their labor, and it should be the

duty of organizations such as the Industrial Aid Society, to see that the returning men have a better or an equal chance for a livelihood.

During the year the Society has lost by death two of its oldest and most faithful officers:

The death of Charles B. Fillebrown occurred December 2, 1917. Mr. Fillebrown gave the Society, during 23 years, his valuable advice and help as Director, Vice-President and member of the Executive Committee. He was faithful in attendance at the meetings of the Society, and is sadly missed by his co-workers on the Board of Managers.

By the death of William P. Fowler, on July 3rd, 1918, the Society has sustained a great loss. Mr. Fowler was a member of the Board for 29 years and President of the Society for 27 years.

The following Resolution was passed by the Board of Managers at its quarterly meeting, July 17th.

"The Directors wish to place upon the records of the Society this expression of their sorrow and of their deep appreciation of Mr. Fowler's character and work.

"He was a man of sterling quality, loyal to every duty, faithful to every trust, generous in his giving, wise in counsel, steadfast in friendship, and as conscientious in volunteer service as in business affairs. He held many important positions of responsibility and trust, both of a private and public nature, but we have known him best as the Chairman of the Overseers of the Poor, the Treasurer of the Benevolent Fraternity of Churches, and President of our own Society. In each of these relations he will be sorely missed, and his place it will be well nigh impossible to fill. An upright citizen, a kind friend, a man of sterling character, respected and honored by all, he leaves a record of which his city and his fellow-citizens may well be proud."

The past year we have also lost by death a number of our annual subscribers, and we appeal earnestly and confidently to the people of Boston and vicinity for continued and enlarged financial aid that our work may be carried on unhampered.

Statistics For The Year Ending September 30th, 1918.

The demand this past year for mechanics, farm hands, common labor, in fact all kinds of skilled and unskilled help, has been unprecedented; a condition that has not existed in the history of the Society for many years.

The number of men and boys,—applicants—1029

The number of women and girls,—applicants— 608

*The whole number of applicants were— 1637

The number of places given men and boys— 893

The number of places given women and girls— 992

*The whole number of places given— 1885

Of the 1885 places filled, 1688 were in the city and 197 in the country.

In our work with the handicapped, we were able to place 108, an increase over last year of 15.

The largest group of this number was of those who were handicapped by ill health, 40 being assisted with work such as they were able to do. Of the physically handicapped, 33 were placed at work.

Those suffering from tuberculosis—9; mild mental condition—4; old age—21; also one man handicapped with a court record.

*Apparent discrepancy due to temporary work, and our system of registering applicants but once during the year.

KINDS OF WORK IN MEN'S DEPARTMENT

Adults

Common Labor	82	Mechanical Work	76
Farms	41	Snow Shovelling	166
Gentlemen's Places ...	19	Stable and Teams.....	15
Indoor Service	140	Store and Offices	4
Short Jobs	111	General	171
Adult Total		825	

Minors

Farm	22	Mechanical Work	30
General Work	7	Private Places	2
Stores and Offices	7		

Boy's Total

68

Men's Total

825

Men's and Boys' Total

893

Respectfully submitted,

HENRY PETERSON, General Agent.

WILLIAM ATHERTON, Treasurer in Account with the INDUSTRIAL AID SOCIETY
From October 1st, 1917 to September 30th, 1918.

GENERAL FUND			
	DR.	1917	CR.
1917	To Cruft Fund \$1,000 Mass. Elec.	Oct. 1	By deficit
Oct. 1	Lt. Co. due Oct. 1.....	Oct. 17	By purchase of \$1000 Continental
			Gas & Elec. 6% note, Cruft Fund
1918			
Mar. 1	To int. Consolidated Gas & Elec.	Oct. 17	By int. on above
	note	Dec. 6	By amt. for safe O. C. T. Co.....
July 29	To sale of \$1000 C. B. & Z. 4, 1922	Dec. 8	By amt. for annual reports.....
Sept. 30	To int. from Gen'l Fund.. \$1,830.47	1918	
Sept. 30	To int. from Vose Fund.. 500.00	Jan. 9	By amt. for heating offices.....
Sept. 30	To int. from Cruft Fund.. 307.33	Sept. 3	By amt. for directory
Sept. 30	To int. from Tufts Fund.. 105.00	Sept. 30	By amt. for printing, sta., etc.....
Sept. 30	To int. from Billings Fund 60.00	Sept. 30	By amt. for telephone
Sept. 30	To Donations	Sept. 30	By amt. for office expenses.....
		Sept. 30	By amt. for salaries
		Sept. 30	By bal. Cruft Fund
		Sept. 30	By bal. Gen'l Fund
			\$5,651.47
JOY FUND			
	DR.	1918	CR.
1917	To bal. brought forward	Sept. 30	By appropriation from Fund
Oct. 1		Sept. 30	By bal. forward
1918			
Sept. 30	To int. from Fund		
			\$276.00
			341.03
Boston, October 16th, 1918.			
WILLIAM ATHERTON, Treasurer.			
\$617.03			

I have this day examined the above accounts and I find the same correctly cast and properly vouched.

October 11, 1918.

EDWIN SHEAFE, A

BY-LAWS

MEMBERSHIP.

Article 1. Individuals elected and serving as officers of the Society, or persons paying five dollars annually, shall thereby become members of the Society; and the payment at any time of the sum of fifty dollars, for or by any individual, shall constitute such person a Life Member of the Society.

OFFICIALS.

Art. 2. The officers of the Society shall consist of a President, four Vice-Presidents, a Secretary, a Treasurer, and twelve or more Directors who shall be chosen by ballot at the Annual Meeting, and shall hold their offices for one year, or until others shall be chosen. These officers shall collectively form a board of Managers, five of whom shall constitute a quorum for the transaction of business. They shall, at their first meeting after the Annual Meeting of the Corporation, elect from their own number: (1) An Executive Committee of seven members, who shall have the general superintendence of the affairs of the Society during the intervals between the regular meetings of the Board of Managers, and act in their behalf. The committee shall keep a record of their doings, which shall be laid before the Board at their quarterly meetings, or whenever called for, shall have power to make or authorize by vote to be made assignments, partial releases, and discharges or any mortgages held by the corporation, also deeds under power of sale contained in any mortgages held by the corporation, also deeds under power of sale contained in any mortgages so held and also deeds of any real estate owned by the corporation. (2) A Finance Committee of three members, who shall act with the Treasurer in the care of the finances of the Society; and no sales or purchases of the Invested Funds shall be made without the written approval of a majority of the committee, unless otherwise ordered by the Board. Also an Auditor, who shall make a semi-annual examination of the accounts and funds of the Society, and certify upon the books of the Treasurer, if the same be correct and properly vouched.

DUTIES OF OFFICERS.

Art. 3. The President shall preside at the meetings of the Society and of the Board of Managers; and in his absence one of the Vice-Presidents, or the Senior Director present.

SECRETARY.

Art. 4. The Secretary shall notify and attend all meetings of the Society and of the Board of Managers, and shall keep a record of all their proceedings, acting as clerk of the Society and of the Board of Managers.

TREASURER.

Art. 5. The Treasurer shall have the charge and care of the finances; he shall collect and receive all moneys due, and shall dispose thereof as shall be ordered by a vote of the Board of Directors. At each quarterly meeting of the Board, and at all other times when required, he shall render a full account of the pecuniary concerns of the Society.

BOARD OF MANAGERS.

Art. 6. The Board of Managers shall hold meetings on the third Wednesday of October, January, April and July in each year, and adopt all measures which, in their opinion, will promote the objects of the Society. Special meetings of the Board may be called at any time by a written request from the President, or any two members of the Board to the Secretary for that purpose. The Board is authorized to fill, for the remainder of the current year, all vacancies in the Board, or in any of the other offices.

MEETINGS.

Art. 7. The Annual Meeting of the Society shall be held on the third Wednesday in October. Special meetings of the Society may be called by the Board of Managers whenever in their opinion expedient; and it shall be the duty of the Secretary to call them whenever requested to do so, in writing, by two members of the Society.

AMENDMENTS.

Art. 8. These By-Laws may be altered or amended at any Annual Meeting of the Society, or at any special meeting called for that purpose.

SUBSCRIBERS FOR 1917-1918

<p>A. B. Badger, E. B. & Sons Co. Barbour, E. D. Barlow, Charles L. Bartoll, Miss Elizabeth H. Beals, Mr. Mrs. George C. Beebe, E. Pierson Blake, Mrs. Arthur W. Blake, Mrs. S. P. Boston Globe Bowditch, Charles P. Brewer, Ed. M. Burditt, Charles A. Chase & Sanborn Clarke, Eliot C. C. E. S. Cochrane, Alexander Coolidge, T. Jefferson Cruft, George T. Curtis, Mr. & Mrs. Horatio G. Dean, Charles A. Ellery, William Estabrook, Arthur F. Eustis, Mr. & Mrs. F. A. Fehmer, Carl Ferrin, Mrs. F. M. Fisher, Mrs. R. T. Fitz, Mrs. W. Scott Forbes, Mrs. Waldo E. Fowler, Miss Clara M. Fowler, William P. Friend Fuller, Miss Anna C. Gardiner, Robert H. Gray, Roland Green, (In memory of Mrs. Helen Lincoln Green) Grew, Edward W. Guild, Courtenay Hemenway, Miss Clara Hill, Mrs. Caroline R. Homans, Mrs. John Howe, Henry S. Hunnewell, Walter Hunnewell, Henry S. Johnson, Arthur S. Kidder, Mrs. H. P.</p>	<p>Kimball, David P. Lee, Joseph Leland, Edmund F. Livermore, Col. T. L. Loring, Mrs. Augustus P. Loring, William Caleb Loring, Mrs. William Caleb Loring, Mrs. William H. Lovering, Mrs. Charles T. Mason, Miss Ida M. Morse, Mr. & Mrs. Charles T. Morse, R. M. Morville, Robert W. Jr. Nahant Paine, Robert Treat Ass'n Paine, Miss Sarah C. Parmenter, Judge James P. Pierce, Wallace L. Pickman, Dudley L. Pratt, Laban Richards, Mrs. C. A. Richards, Miss Annie L. Riley, Charles E. Rogers, Miss A. P. Russell, Mrs. Robert S. Saltonstall, Richard M. Sears, Dr. Henry F. Shaw, Mrs. G. H. Shaw, Mrs. R. G. Silsbee, Mrs. George S. Smith, Miss Ellen V. Sprague, Francis P. Sprague, Mrs. Helen O. Stevens, William S. B. Tapley, Miss Alice P. Taylor, Charles H. Thatcher, Mrs. Henry C. Ward, Mrs. Harry F. Ware, Miss Mary L. Warren, Miss Cornelia Wheelwright, George W. Wigglesworth, George Williams, Edward E. Williams, Elizabeth A. Williams, John D. Williams, Mrs. Thomas B.</p>
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LIST OF LIFE SUBSCRIBERS.

A Subscription of Fifty Dollars and Upwards Constitutes
A Life Member.

*Alexander, James
*Ames, Frederic L.
*Amory, Francis
*Appleton, Samuel
*Appleton, William
*Austin, Edward
*Baker, William E.
*Bartlett, Sidney
*Bates, Benjamin E.
*Blake, Stanton
*Beals, Joshua G.
*Brewer, Mrs. Gardner
*Brooks, Peter C.
Brooks, Peter C.
*Brooks, Mrs. Peter C.
Brooks, Shepard
*Chadwick, Ebenezer
*Cheney, Benjamin P.
*Carpenter, Geo. O.
*Chickering, Jonas
*Clark, Thomas
*Codman, C. R.
*Converse, Benjamin D.
*Converse, Elisha S.
Cruft, George T.
*Cruft, Miss Harriet O.
*Cruft, Rev. Samuel B.
*Dean, Benjamin
*Dexter, Charles W.
*Dexter, F. Gordon
*Dexter, George
*Dorr, John
*Edmands, E. Wiley
Ellery, William
*Emerson, Ralph Waldo
*Endicott, William
*Fearing, Albert
*Flagg, Augustus
Fitz, Mrs. W. Scott
*Forbes, John M.
*Foster, Francis C.
*French, Jonathan
*Gardner, John L.
*Gardner, John L.

*Goodnow, Nathan B.
*Goodwin, Ozias
*Gray, John C.
*Grew, Henry S.
*Grover, Wm. O.
*Guild, Benjamin
*Haven, Franklin Jr.
*Heyward, Chas. L.
*Heyward, Mrs. Chas. L.
Higginson, Francis L.
*Hollis, Thomas
*Hooper, Mrs. R. C.
*Humphrey, Benjamin
*Humphrey, F. J.
Inches, Geo. B.
*Inches, Martin B.
*Johnson, Henry M.
*King, Franklin
*Kuhn, George H.
*Kuhn, William P.
*Lawrence, Amos
*Lawrence, Mrs. William
*Longley, James
*Loring, Mrs. Elisha T.
Loring, Mrs. Ellen
*Lyman, George W.
*Lyman, Theodore
*Lyman, Mrs. Theodore
Macullar Parker Co.
Mason, Miss Ellen F.
Mason, Miss Ida
*Mann, Jonathan H.
Means, James
*Means, William G.
*Montgomery, Hugh
*Morse, Leopold
*Newman, Caroline
Noyes, James S.
*Paine, Charles J.
*Paine, Mrs. Charles J.
Paine, Robert Treat Ass'n
*Paine, Robert Treat
*Palfrey, Francis W.
*Parkman, G. F.

*Deceased

LIST OF LIFE SUBSCRIBERS (Continued).

*Pfaff, Henry
*Phillips, Jonathan
*Pickering, Henry
*Pickering, Mrs. Henry
*Quincy, Josiah Jr.
*Richardson, George C.
*Robeson, W. R.
*Russell, Mrs. G. R.
 Russell, Mrs. Sarah T.
*Saul, James
*Sears, David
 Sears, Horace S.
 Shattuck, Mrs. F. C.
*Shaw, R G.
*Spencer, Aaron W.
*Thayer, Mrs. Chris T.

*Thayer, Christopher T.
*Thayer, John E.
*Thayer, Nathaniel
*Thorndike, Charles
*Upton, George B.
*Wales, Thomas B.
 Walker, Grant
 Warren, Miss Cornelia
*Warren, J. Sullivan
 Warren, Mrs. S. C.
*Wesselhoeft, Dr.
 Wheelwright, J. W.
*Wigglesworth, Edward
*Wigglesworth, Mary
*Wigglesworth, Thomas
 Wyman, Charles F.

*Deceased.



LEGACIES TO THE SOCIETY.

As legacies intended for this charity may be lost by defects in the phraseology by which bequests are made, it is desirable that the subjoined form should be carefully followed by persons desiring to leave money to the Society.

FORM OF BEQUEST.

I give and bequeath to the Industrial Aid Society, incorporated by the Commonwealth of Massachusetts, the sum of dollars, the same to be paid by my executor to the person who shall act as treasurer of said Society, at the time when the same shall be payable.

FREE EMPLOYMENT

The Industrial Aid Society, 37-43 Hawkins Street, Room 25, supplies men and women, boys and girls singly and in families, for every variety of work, both transient and permanent.

Employers in city and country are invited to call at the office or correspond with the Agent.

NO CHARGES. CONTRIBUTIONS ACCEPTED.